

EFFECTIVE

June 1, 2020.

Subject(s)**Administrative Policy Human Resources (APR) 414,
Employment of Relatives**

The Michigan Department of Health and Human Services (MDHHS) does not prohibit employment of immediate family members. However, employment of multiple family members may appear to limit access to employment opportunities or to demonstrate inappropriate family influence in the employment process. Therefore, this policy describes acceptable employment relationships and/or improper roles of members of an immediate family in the hiring process.

It is not appropriate for a family member to oversee or have supervisory authority over another immediate family member. Therefore, MDHHS will not employ, or assign in any manner, an immediate family member to lead work, directly supervise, or be a second-line supervisor of another member of the same immediate family.

When MDHHS hires an immediate family member of a person already employed by the department, it is critical that the new hire secure the position without the influence, or the appearance of influence, of the family member already employed. Under no circumstance should an employee serve on an interview panel that interviews an immediate family member, nor should an employee, in the course of their duties, approve the employment of a member of his/her immediate family. It is also inappropriate for an employee to attempt to influence or in any way participate in the selection process involving an immediate family member, nor shall an employee who is an immediate family member participate in any employment status decisions.

Reason: New policy item.

**MANUAL
MAINTENANCE
INSTRUCTIONS**

Added Items ...

[APR 414](#)